

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

APHIS (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	49	47	42	41	65	10
Number of Complainants	49	47	39	41	61	10
Repeat Filers	0	0	2	0	4	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	16	15	11	15	24	5
Color	0	2	4	5	9	2
Religion	3	1	4	1	3	0
Reprisal	13	28	24	28	38	4
Sex	13	11	14	16	27	5
PDA	0	0	0	0	1	0

National Origin	4	6	7	7	11	0
Equal Pay Act	0	0	0	0	0	0
Age	10	11	19	15	25	4
Disability	12	14	12	16	18	2
Genetics	0	1	0	0	0	0
Non-EEO	5	6	2	4	9	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	0	1	3	3	3	0
Assignment of Duties	5	7	5	13	16	0
Awards	1	0	3	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	3	5	3	3	3	0
Suspension	1	1	0	2	2	0
Removal	0	1	1	0	0	0
Other	3	3	1	1	4	0
Duty Hours	0	1	2	0	2	0
Evaluation Appraisal	4	2	5	6	8	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	29	15	29	38	4

Sexual	1	2	0	1	0	0
Medical Examination	0	0	0	1	1	0
Pay (Including Overtime)	1	3	2	2	6	0
Promotion/Non-Selection	16	6	5	6	26	4
Reassignment						
Denied	2	3	0	1	1	0
Directed	3	1	3	4	3	0
Reasonable Accommodation	4	8	3	6	11	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	3	3	2	8	2
Terms/Conditions of Employment	1	3	13	19	28	1
Time and Attendance	2	2	3	2	7	0
Training	5	6	4	7	8	0
Other	3	5	7	2	4	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	193.08	195.13	194.78	189.23	192.62	196.73
Average number of days in final action	139.58	279.54	85.28	140.42	96.45	97.60
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	206.92	0	191.21	210.27	209.71
Average number of days in final action	0	0	95.33	181.22	70.67	97.60

Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation		193.08		169.58		194.78		184.91		171.06		174.00			
Average number of days in final action		139.58		279.54		70.20		103.22		127.40		0			
Complaints Dismissed by Agency				Comparative Data											
				Previous Fiscal Year Data								2016Thru12-31			
				2011		2012		2013		2014				2015	
Total Complaints Dismissed by Agency				8		7		7		6		8		2	
Average days pending prior to dismissal				88		56		52		74		84		103	
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				1		1		1		2		4		0	
Total Final Agency Actions Finding Discrimination		Comparative Data													
		Previous Fiscal Year Data									2016Thru12-31				
		2011		2012		2013		2014		2015					
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		2		0		0		2		0		0			
Without Hearing		0	0	0	0	0	0	0	0	0	0	0	0		
With Hearing		2	100	0	0	0	0	2	100	0	0	0	0		
Findings of Discrimination Rendered by Basis		Comparative Data													
		Previous Fiscal Year Data									2016Thru12-31				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.		2011		2012		2013		2014		2015					
		#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings		2		1		0		3		0		0			

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Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	100	0	0	0	0

Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2016Thru12-31				
			2011	2012	2013	2014	2015					
Total complaints from previous Fiscal Years			59	61	66	31	30	72				
Total Complainants			21	31	28	29	30	68				
Number complaints pending												
Investigation			0	0	0	0	0	15				
ROI issued, pending Complainant's action			0	0	0	0	0	3				
Hearing			20	25	26	30	25	45				
Final Agency Action			3	7	4	1	2	6				
Appeal with EEOC Office of Federal Operations			6	6	7	7	4	4				

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	2	1	1	2